

PRESENTED: June 14, 2016

RESOLUTION NO. _____

ADOPTED _____

A RESOLUTION: INITIATING AMENDMENT OR REPEAL OF ORDINANCE NO. 2008-O-0014 TO AUTHORIZE TOWN COUNCIL OVERSIGHT OF THE PERSONNEL PROCEDURES MANUAL OR DIRECTING THE TOWN MANAGER TO REVISE SECTION 13.3 OF THE PERSONNEL PROCEDURES MANUAL AS IT FAILS TO COMPLY WITH THE PERSONNEL POLICY MANUAL

WHEREAS, pursuant to Ordinance No. 2008-O-0014, the Town Council has corporate oversight of the Personnel Policy Manual; and

WHEREAS, pursuant to Ordinance No. 2008-O-0014, the Town Council delegated oversight of the Personnel Procedures Manual to the Town Manager; and

WHEREAS, Chapter 2 (Merit Principles) of the Personnel Policy Manual was approved by Town Council and requires equal and fair treatment of all Town employees; and

WHEREAS, Section 13.3 of the Personnel Procedures Manual entitled, "Causes for Disciplinary Action" sets forth a "not all-inclusive" list of causes for disciplinary action of Town employees which may only be revised by the Town Manager or his designee.

THEREFORE, RESOLVED, that the Council of the Town of Leesburg

1. Hereby initiates amendment or repeal of Ordinance No. 2008-O-0014 to allow the Town Council to revise the Personnel Procedures Manual;

OR

2. Hereby directs the Town Manager to examine and revise the list contained in Section 13.3 (Causes for Disciplinary Action) of the Personnel Procedures Manual because the Section 13.3 list violates the Personnel Policy Manual's provision mandating equal and fair treatment, and report back to Council his findings.

PASSED this _____ day of _____, 2016.

David S. Butler, Mayor
Town of Leesburg